

Western States Office Employees Supplemental Agreement – Part V

For the Period: April 1, ~~2008-2019~~ through March 31, ~~2013~~ 2024

covering:

The parties reserve the right to correct inadvertent errors and omissions.

Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Master Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**. Language from the prior Agreement that is being deleted is ~~struck through~~.

PART V OFFICE EMPLOYEES SUPPLEMENTAL AGREEMENT

ARTICLE 57. SCOPE OF AGREEMENT

NO CHANGE

ARTICLE 58.

NO CHANGE

ARTICLE 59. MEAL PERIOD

NO CHANGE

ARTICLE 60. GENERAL PROVISIONS

NO CHANGE

ARTICLE 61.

NO CHANGE

ARTICLE 62. WORK WEEK AND GUARANTEES

NO CHANGE

ARTICLE 63.

NO CHANGE

APENDIX “A”

NO CHANGE

APPENDIX “B”

This Appendix “B” which is attached to the above described Supplemental Agreement is that certain Appendix “B” referred to in Article 61, Section 2 thereof, and sets forth the minimum wage rates for the classification of employment covered by such Supplemental Agreement in each of the variously described areas covered by the Agreement.

Effective April 1, 2019 National wage rates shall apply to all new hires and casuals. Current employees and any employee currently at the \$18.82 rate shall be two dollars and fifty cents (\$2.50) less than the current rate applicable to the classification of work for which the employee is being hired. New hire rates shall be increased in fifty cent (\$.50) increments every October 1st in addition to the negotiated increases until the contract rate for the classification is achieved. Any employee hired after 2014 will be merged into the rates outlined below:

Full scale effective April 1, 2019 is \$22.88

<u>Casuals making \$18.82 shall be hired at \$2.50 less than full scale</u>	<u>\$20.38</u>
<u>Regular employees with 0 to 1 years of service shall be placed at \$2.50 less than full scale.....</u>	<u>\$20.38</u>
<u>Regular employees with 1 to 2 years of service shall be placed at \$2.00 less than full scale.....</u>	<u>\$20.88</u>
<u>Regular employees with 2 to 3 years of service shall be placed at \$1.50 less than full scale.....</u>	<u>\$21.38</u>
<u>Regular employees with 3 to 4 years of service shall be placed at \$1.00 less than full scale.....</u>	<u>\$21.88</u>
<u>Regular employees with 4 to 5 years of service shall be placed at \$.50 less than full scale.....</u>	<u>\$22.38</u>

Upon the employee’s fifth (5th) anniversary, they will go to full scale.

New Hire Rates:

Regular employees hired after ratification of the 2019-2024 National Master YRC Agreement shall have the progression listed below:

<u>(1) Effective first (1st) day of employment</u>	<u>\$17.00 per hour</u>
<u>(2) Effective first (1st) day plus one (1) year</u>	<u>\$18.00 per hour</u>
<u>(3) Effective first (1st) day plus two (2) years</u>	<u>\$19.00 per hour</u>

These rates shall increase by an additional \$.50 per hour effective April 1, 2020 and 2021 and by an additional \$.25 per hour effective April 1, 2022 and 2023.

These rates do not apply to Shop Mechanics and employees in Non-CDL driving positions.

~~The new hire rates shall be two dollars and forty cents (\$2.40) less than the current rate applicable to the classification of work for which the employee is being hired. New hire rates shall be increased in forty cents (\$.40) increments every three (3) months until the contract rate for the classification is achieved.~~